

INITIATIVE UPDATE

November 1, 2021

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Inspired by the Entire Ecosystem: Identify a North Star and Identify where ARPA Funding Should be Directed

PROJECT ORGANIZATION

- Form the Team: Connect with project partners and key employment ecosystem leaders
- 2. Finalize Approach: Finalize project goals, approach, timeline, hypotheses to study, and optimal plan outline
- 3. Inventory Existing Reports: Review and inventory relevant, preexisting research, reports, and plans

CURRENT STATE

- 4. Identify Employment
 Advantages: Identify Charlotte's
 current employment advantages
 over peer cities
- Profile Current State of Development and Training: Profile Charlotte's current jobs development & training and educator ecosystem – specific players, roles, and focus
- Profile Current State of
 Employment: Profile Charlotte's
 current employment state,
 sources of jobs, growth sectors,
 and current talent pipeline
- 7. Profile Current State of Recruitment: Profile Charlotte's current recruitment efforts and success
- Profile Job Seekers: Mine existing data to understand both job seekers and talent of today. If needed, conduct primary research.

UNMET NEEDS TODAY AND TOMORROW

- Identify Ecosystem-wide Needs: Gain input on needs from Charlotte's jobs ecosystem stakeholders employers, jobs development and training organizations, job seekers, economic development leaders through listening sessions and mini (short) surveys
- 10. Understand how the Ecosystem can be more Equitable: Gain input from multiple sources on serving the underserved and understanding issues of equity across the ecosystem.

FUTURE STATE POSSIBILITIES

- 11. Understand the Future of Work: Identify demographics and trends shaping the future of work, talent, industry sectors, jobcreation drivers, etc.
- 12. Identify Future
 Possibilities and
 Scenarios: Using data
 tools, project the
 possible future state of
 employment, sources of
 jobs, and growth
 sectors.

CREATE FRAMEWORK

13. Select desired state:

Working with ecosystem leaders, select the desired future state.

Capture in shared vision that articulates the why. Work with partners and key jobs ecosystem leaders to create an action plan including shared goals, areas of focus, strategies, etc. for both creating and filling jobs.

Outcome: Share and finalize Framework with entire Ecosystem



The shared goals, areas of focus, and strategies for creating and filling jobs.

HIRE

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Stakeholder Engagement: Listening Sessions & Survey Approach

WHAT'S AN EMPLOYMENT ECOSYSTEM?

An employment ecosystem is a community of organizations that is actively interacting to support a labor supply and demand system related to creating and filling jobs. The best employment ecosystems are defined by collaborative relationships, mutually supportive work, shared values, common goals, and a vision for the future. Employment ecosystems operate at local, city, regional, state, and even megaregional levels.



HIRE

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